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**To:** House State Administration Committee

**From:** Paula Stoll, Acting Administrator   
Montana State Human Resources Division

**Subject:** Study Recommendations for LC 2325 (Bonus Study Resolution)

**Date:** March 13, 2009

Committee members,

Thank you for the opportunity to offer recommendations on the bonus study resolution.

The Montana State Human Resources Division is statutorily responsible for administering the classification and compensation plans contained under Title 2, Chapter 18. Those statutory provisions cover most positions in Montana's executive branch. You can refer to 2-18-103 and 2-18-104, MCA, to get a better understanding of which positions are covered and which are not.

We believe the study should include reviews of the following:

- The bonus and incentive pay activities and practices during the 2009 biennium for all branches of government (executive, legislative, and judicial).
- All statutes, policies, rules and programs relating to compensation and bonus and incentive practices.
- The comparative compensation and incentive practices of the four surrounding states (North Dakota, South Dakota, Idaho, and Wyoming).

Please contact me at 444-3789 or Peggy Davis at 444-3879 if you need further information.